

## **PSJ1 Exh 29**

## Giant Eagle Bonus 2019 Pharmacy

### I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability and prescription volume.

### II. Pharmacy Team Leader Calculation

Calculation		
<b>Bonus Percentages</b>		
<ul style="list-style-type: none"> <li>- Based upon the Salary as of the beginning of the FY</li> <li>- Individual Minimum—Target—Maximum percentages established by job level.</li> <li>- Percentages are weighted 50% based off Enterprise results and 50% off of Business Unit results. A minimum bonus level must be achieved in either the Enterprise or Pharmacy results, in order for a bonus to be paid out (including any kickers).</li> </ul>		
Minimum	Target	Maximum
1%	2%	3%

Pharmacy Performance Modifiers <sup>1</sup>			
<b>(1) <u>Prescription Unit Volume:</u></b>			
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above
0%	0.5%	1%	1.5%
<b>(2) <u>Profitability:</u></b>			
Measurement			Kicker
Meet budgeted Total Store Responsibility (TSR)			1.5%
Measurement			Kicker
Achieve 0.3% in partial fill % to total prescriptions, or a 10% reduction from last FY			.5%
Achieve 15% of prescriptions processed through auto fill			.5%
Achieve immunization goals for the year			.5%

**Notes:**

<sup>1</sup> The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

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**III. Staff Pharmacist Calculation**

Calculation		
<b>Bonus Percentages</b>		
<ul style="list-style-type: none"> <li>- Based upon the Salary as of the beginning of the FY</li> <li>- Individual Minimum—Target—Maximum percentages established by job level. If a minimum bonus level is not achieved, then a bonus will not be paid out (including any kickers).</li> </ul>		
<b>Minimum</b>	<b>Target</b>	<b>Maximum</b>
<b>.25%</b>	<b>.5%</b>	<b>1%</b>
<ul style="list-style-type: none"> <li>- Percentages are weighted 50% based off Enterprise results and 50% off of Business Unit results</li> </ul>		

Pharmacy Performance Modifiers <sup>1</sup>	
<b>Measurement</b>	<b>Kicker</b>
Achieve immunization goals for the year	<b>0.5%</b>
Achieve 0.3% in partial fill % to total prescriptions, or a 10% reduction from last FY	<b>0.5%</b>
Achieve 15% of prescriptions processed through auto fill	<b>0.5%</b>

**IV. Miscellaneous Pharmacy Positions**

Bonus Percentages
<ul style="list-style-type: none"> <li>- Based upon the Salary as of the beginning of the FY</li> <li>- Individual Minimum—Target—Maximum percentages established by job level</li> <li>- Percentages are weighted 50% based off Enterprise results and 50% off of Business Unit results</li> </ul>

Title	Minimum %	Target %	Maximum %
Leader, Pharmacy Technician	<b>2.0%</b>	<b>4.0%</b>	<b>6.0%</b>
Manager, Clinical Call Center	<b>1.0%</b>	<b>3.0%</b>	<b>5.0%</b>
Staff Pharmacist, Call Center	<b>0.25%</b>	<b>0.5%</b>	<b>1.0%</b>
<b>Kicker: Individual Data Entry Completion</b>	<b>2101 – 2400 Data Verification/Wk</b>	<b>2401– 2600 Data Verification/Wk</b>	<b>2601+ Data Verification/Wk</b>
	<b>0.5%</b>	<b>1.0%</b>	<b>1.5%</b>
Staff Pharmacist, Clinical	<b>0.25%</b>	<b>0.5%</b>	<b>1.0%</b>
Team Leader, Patient Care (Hep C)	<b>2.0%</b>	<b>4.0%</b>	<b>6.0%</b>
Team Leader, Pharmacy Asst	<b>1.0%</b>	<b>3.0%</b>	<b>5.0%</b>

**V. Central Fill (#8991) – Calculation**

- Pharmacy Shift Leader is eligible for 1% (Minimum), 2% (Target) and 3% (Maximum)
- Pharmacy Team Leader is eligible for an average of retail Pharmacy Team Leader bonus.
- Staff Pharmacist is eligible for an average of the retail Staff Pharmacists bonus.
- Supervisor, Inventory (Central Fill) is eligible for 2% (Minimum), 4% (Target) and 6% (Maximum)

**VI. Floater Pharmacist – Calculation**

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

**VII. Eligibility**

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be licensed and actively employed at the date that are bonuses are paid in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.
- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

**VIII.** If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.

**IX.** Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.